

**Ten Occupations Typically Requiring Short-Term On-The-Job Training⁽¹⁾,
Ranked by Projected Job Openings
Wisconsin Projections 2002-2012**

SOC Code	Occupational Title	Estimated Average Annual Openings ⁽²⁾	Average Annual Salary \$ ⁽³⁾	Hourly Wage Rate - Middle Range (\$) ⁽⁴⁾
41-2031	Retail Salespersons	4,070	21,430	7.23 - 11.15
41-2011	Cashiers	4,060	16,380	6.65 - 8.74
35-3031	Waiters and Waitresses	2,920	15,260	5.95 - 7.86
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	2,830	15,700	6.28 - 8.52
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	1,770	20,940	7.84 - 11.57
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	1,630	22,570	8.29 - 12.74
31-1012	Nursing Aides, Orderlies, and Attendants	1,580	21,710	9.00 - 11.83
43-9061	Office Clerks, General	1,580	23,310	8.75 - 13.17
43-4171	Receptionists and Information Clerks	1,280	21,840	8.77 - 12.16
43-5081	Stock Clerks and Order Fillers	1,150	20,820	7.51 - 11.78

Notes:

- (1) Short-term on-the-job training is a general indication of the training typically needed to enter these occupations. There may be other pathways into the occupation, as well as additional educational, training, or licensing requirements. Short-term on-the-job training usually occurs at the workplace and lasts no more than one month.
- (2) Average Annual Openings includes both new jobs (growth) and openings due to people permanently leaving the occupation. Openings are rounded to the nearest ten.
- (3) Average Annual Salary: An occupation's average hourly wage is calculated by summing the wages of all employees in a given occupation and then dividing by the total number of employees in that occupation. In most cases, the annual average salary is equal to the average hourly wage multiplied by 2,080.
- (4) Hourly Wage Rate - Middle Range: The middle range identifies the 25th and 75th percentiles in the hourly wage distribution for a given occupation. Fifty percent of the workers in the occupation earn wages in this range. In most cases, the entry level wage is at or below the 25th percentile.

Information is derived using the May 2003 OES Survey, 2002 QCEW and 2002 CES (3/03 Benchmark) data. Unpublished data from the US Bureau of Labor Statistics and US Census Bureau was also used.

To the extent possible, the projections take into account anticipated changes in Wisconsin's economy from 2002 to 2012. It is important to note that unanticipated events may affect the accuracy of these projections.

Source: Office of Economic Advisors, Wisconsin Department of Workforce Development
July 2004

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**Ten Occupations Typically Requiring Moderate-Term On-The-Job Training⁽¹⁾,
Ranked by Projected Job Openings
Wisconsin Projections 2002-2012**

SOC Code	Occupational Title	Estimated Average Annual Openings⁽²⁾	Average Annual Salary \$⁽³⁾	Hourly Wage Rate - Middle Range (\$)⁽⁴⁾
53-3032	Truck Drivers, Heavy and Tractor-Trailer	1,840	36,940	13.97 - 21.06
41-4012	Sales Representatives, Wholesale/Mfg, Except Technical/Scientific Products	1,550	53,330	16.14 - 31.72
43-4051	Customer Service Representatives	1,400	28,830	10.40 - 16.27
51-2092	Team Assemblers	1,190	26,190	9.79 - 14.92
43-3031	Bookkeeping, Accounting, and Auditing Clerks	930	27,330	10.36 - 15.56
43-6011	Executive Secretaries and Administrative Assistants	850	31,750	12.04 - 17.76
43-6014	Secretaries, Except Legal, Medical, and Executive	840	25,520	10.02 - 14.24
21-1093	Social and Human Service Assistants	500	25,750	9.72 - 14.37
31-9092	Medical Assistants	470	25,550	10.53 - 13.63
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	450	29,890	10.49 - 17.26

Notes:

- (1) Moderate-term on-the-job training is a general indication of the training typically needed to enter these occupations. There may be other pathways into the occupation, as well as additional educational, training, or licensing requirements. Moderate-term on-the-job training usually occurs at the workplace and lasts from one to twelve months.
- (2) Average Annual Openings includes both new jobs (growth) and openings due to people permanently leaving the occupation. Openings are rounded to the nearest ten.
- (3) Average Annual Salary: An occupation's average hourly wage is calculated by summing the wages of all employees in a given occupation and then dividing by the total number of employees in that occupation. In most cases, the annual average salary is equal to the average hourly wage multiplied by 2,080.
- (4) Hourly Wage Rate - Middle Range: The middle range identifies the 25th and 75th percentiles in the hourly wage distribution for a given occupation. Fifty percent of the workers in the occupation earn wages in this range. In most cases, the entry level wage is at or below the 25th percentile.

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**Ten Occupations Typically Requiring Long-Term On-The-Job Training⁽¹⁾,
Ranked by Projected Job Openings
Wisconsin Projections 2002-2012**

SOC Code	Occupational Title	Estimated Average Annual Openings ⁽²⁾	Average Annual Salary \$ ⁽³⁾	Hourly Wage Rate - Middle Range (\$) ⁽⁴⁾
47-2031	Carpenters	1,020	37,490	13.34 - 23.37
49-9042	Maintenance and Repair Workers, General	910	33,040	12.32 - 19.38
47-2111	Electricians	640	43,850	16.49 - 26.06
35-2014	Cooks, Restaurant	540	19,490	7.71 - 10.70
47-2152	Plumbers, Pipefitters, and Steamfitters	490	45,720	15.54 - 27.97
33-3051	Police and Sheriff's Patrol Officers	480	42,460	17.38 - 24.29
51-4041	Machinists	380	35,240	13.49 - 20.20
33-2011	Fire Fighters	310	30,990	8.89 - 21.35
35-2012	Cooks, Institution and Cafeteria	290	21,220	8.66 - 11.58
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	210	38,300	13.63 - 21.82

Notes:

- (1) Long-term on-the-job training is a general indication of the training typically needed to enter these occupations. There may be other pathways into the occupation, as well as additional educational, training, or licensing requirements. Long-term on-the-job training usually involves more than twelve months of on-the-job training or combined work experience and formal classroom instruction.
- (2) Average Annual Openings includes both new jobs (growth) and openings due to people permanently leaving the occupation. Openings are rounded to the nearest ten.
- (3) Average Annual Salary: An occupation's average hourly wage is calculated by summing the wages of all employees in a given occupation and then dividing by the total number of employees in that occupation. In most cases, the annual average salary is equal to the average hourly wage multiplied by 2,080.
- (4) Hourly Wage Rate - Middle Range: The middle range identifies the 25th and 75th percentiles in the hourly wage distribution for a given occupation. Fifty percent of the workers in the occupation earn wages in this range. In most cases, the entry level wage is at or below the 25th percentile.

Information is derived using the May 2003 OES Survey, 2002 QCEW and 2002 CES (3/03 Benchmark) data. Unpublished data from the US Bureau of Labor Statistics and US Census Bureau was also used.

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**Ten Occupations Typically Requiring Work Experience in a Related Occupation⁽¹⁾,
Ranked by Projected Job Openings
Wisconsin Projections 2002-2012**

SOC Code	Occupational Title	Estimated Average Annual Openings⁽²⁾	Average Annual Salary \$⁽³⁾	Hourly Wage Rate - Middle Range (\$)⁽⁴⁾
41-1011	First-Line Supervisors/Managers of Retail Sales Workers	820	36,190	11.49 - 20.38
51-1011	First-Line Supervisors/Managers of Production and Operating Workers	760	49,040	17.07 - 27.34
43-1011	First-Line Supervisors/Managers of Office and Administrative Support Workers	750	43,680	14.99 - 25.28
35-1012	First-Line Supervisors/Managers of Food Preparation and Serving Workers	480	26,460	9.43 - 15.25
47-1011	First-Line Supervisors/Managers of Construction Trades and Extraction Workers	390	57,620	20.98 - 32.24
49-1011	First-Line Supervisors/Managers of Mechanics, Installers, and Repairers	340	52,050	19.32 - 29.64
25-1194	Vocational Education Teachers, Postsecondary	250	56,790	21.97 - 33.63
41-1012	First-Line Supervisors/Managers of Non-Retail Sales Workers	230	70,020	19.86 - 40.64
25-3021	Self-Enrichment Education Teachers	200	27,090	9.72 - 14.71
53-1031	First-Line Sup/Mgrs of Transportation/Material-Moving Machine/Vehicle Operators	200	46,770	16.57 - 26.52

Notes:

- (1) Work experience in a related occupation is a general indication of the training typically needed to enter these occupations. There may be other pathways into the occupation, as well as additional educational, training, or licensing requirements. Work experience in a related occupation means that skills and experience gained in another occupation are needed to enter the given occupation.
- (2) Average Annual Openings includes both new jobs (growth) and openings due to people permanently leaving the occupation. Openings are rounded to the nearest ten.
- (3) Average Annual Salary: An occupation's average hourly wage is calculated by summing the wages of all employees in a given occupation and then dividing by the total number of employees in that occupation. In most cases, the annual average salary is equal to the average hourly wage multiplied by 2,080.
- (4) Hourly Wage Rate - Middle Range: The middle range identifies the 25th and 75th percentiles in the hourly wage distribution for a given occupation. Fifty percent of the workers in the occupation earn wages in this range. In most cases, the entry level wage is at or below the 25th percentile.

Information is derived using the May 2003 OES Survey, 2002 QCEW and 2002 CES (3/03 Benchmark) data. Unpublished data from the US Bureau of Labor Statistics and US Census Bureau was also used.

To the extent possible, the projections take into account anticipated changes in Wisconsin's economy from 2002 to 2012. It is important to note that unanticipated events may affect the accuracy of these projections.

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**Ten Occupations Typically Requiring Postsecondary Vocational Training⁽¹⁾,
Ranked by Projected Job Openings
Wisconsin Projections 2002-2012**

SOC Code	Occupational Title	Estimated Average Annual Openings ⁽²⁾	Average Annual Salary \$ ⁽³⁾	Hourly Wage Rate - Middle Range (\$) ⁽⁴⁾
49-3023	Automotive Service Technicians and Mechanics	620	31,880	11.20 - 18.46
39-5012	Hairdressers, Hairstylists, and Cosmetologists	610	22,340	7.81 - 12.87
29-2061	Licensed Practical and Licensed Vocational Nurses	540	34,080	14.22 - 18.33
51-4121	Welders, Cutters, Solderers, and Brazers	500	32,440	13.14 - 17.69
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	250	35,690	14.00 - 20.26
39-9031	Fitness Trainers and Aerobics Instructors	210	21,930	7.48 - 12.27
29-2041	Emergency Medical Technicians and Paramedics	200	22,620	7.75 - 12.68
43-6013	Medical Secretaries	180	26,140	10.53 - 14.16
31-9094	Medical Transcriptionists	170	28,460	11.71 - 15.75
43-6012	Legal Secretaries	150	33,280	12.72 - 19.19

Notes:

- (1) Postsecondary vocational training is a general indication of the education or training typically needed to enter these occupations. There may be other pathways into the occupation, as well as additional educational, training, or licensing requirements. Postsecondary vocational training is a formal training program and lasts from a few weeks to more than a year, and is offered at vocational or technical schools.
- (2) Average Annual Openings includes both new jobs (growth) and openings due to people permanently leaving the occupation. Openings are rounded to the nearest ten.
- (3) Average Annual Salary: An occupation's average hourly wage is calculated by summing the wages of all employees in a given occupation and then dividing by the total number of employees in that occupation. In most cases, the annual average salary is equal to the average hourly wage multiplied by 2,080.
- (4) Hourly Wage Rate - Middle Range: The middle range identifies the 25th and 75th percentiles in the hourly wage distribution for a given occupation. Fifty percent of the workers in the occupation earn wages in this range. In most cases, the entry level wage is at or below the 25th percentile.

Information is derived using the May 2003 OES Survey, 2002 QCEW and 2002 CES (3/03 Benchmark) data. Unpublished data from the US Bureau of Labor Statistics and US Census Bureau was also used.

To the extent possible, the projections take into account anticipated changes in Wisconsin's economy from 2002 to 2012. It is important to note that unanticipated events may affect the accuracy of these projections.

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Ten Occupations Typically Requiring an Associate Degree⁽¹⁾, Ranked by Projected Job Openings Wisconsin Projections 2002-2012

SOC Code	Occupational Title	Estimated Average Annual Openings ⁽²⁾	Average Annual Salary \$ ⁽³⁾	Hourly Wage Rate - Middle Range (\$) ⁽⁴⁾
25-9041	Teacher Assistants	950	22,050	NA
15-1041	Computer Support Specialists	300	39,020	14.80 - 21.71
29-2071	Medical Records and Health Information Technicians	270	25,580	9.67 - 14.08
29-2021	Dental Hygienists	180	51,200	23.32 - 26.94
29-2034	Radiologic Technologists and Technicians	170	39,730	16.05 - 21.88
29-1126	Respiratory Therapists	110	41,540	17.64 - 22.31
29-2012	Medical and Clinical Laboratory Technicians	110	32,380	13.24 - 17.39
17-3023	Electrical and Electronic Engineering Technicians	110	43,100	16.40 - 25.02
23-2011	Paralegals and Legal Assistants	90	36,460	13.48 - 20.71
31-2021	Physical Therapist Assistants	80	33,980	14.26 - 19.02

Notes:

- (1) An Associate Degree is a general indication of the education or training typically needed to enter these occupations. There may be other pathways into the occupation, as well as additional educational, training, or licensing requirements. An Associate Degree requires two years of full-time academic work beyond high-school.
- (2) Average Annual Openings includes both new jobs (growth) and openings due to people permanently leaving the occupation. Openings are rounded to the nearest ten.
- (3) Average Annual Salary: An occupation's average hourly wage is calculated by summing the wages of all employees in a given occupation and then dividing by the total number of employees in that occupation. In most cases, the annual average salary is equal to the average hourly wage multiplied by 2,080.
- (4) Hourly Wage Rate - Middle Range: The middle range identifies the 25th and 75th percentiles in the hourly wage distribution for a given occupation. Fifty percent of the workers in the occupation earn wages in this range. In most cases, the entry level wage is at or below the 25th percentile.

Information is derived using the May 2003 OES Survey, 2002 QCEW and 2002 CES (3/03 Benchmark) data. Unpublished data from the US Bureau of Labor Statistics and US Census Bureau was also used.

To the extent possible, the projections take into account anticipated changes in Wisconsin's economy from 2002 to 2012. It is important to note that unanticipated events may affect the accuracy of these projections.

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**Ten Occupations Typically Requiring a Bachelor's Degree⁽¹⁾, Ranked by Projected Job Openings
Wisconsin Projections 2002-2012**

SOC Code	Occupational Title	Estimated Average Annual Openings⁽²⁾	Average Annual Salary \$⁽³⁾	Hourly Wage Rate - Middle Range (\$)⁽⁴⁾
29-1111	Registered Nurses ⁽⁵⁾	2,430	49,180	20.07 - 26.77
25-2031	Secondary School Teachers, Except Special and Vocational Education	1,040	42,540	NA
25-2021	Elementary School Teachers, Except Special Education	970	42,330	NA
13-2011	Accountants and Auditors	760	55,100	19.16 - 30.32
15-1051	Computer Systems Analysts	650	68,780	24.54 - 41.71
25-2022	Middle School Teachers, Except Special and Vocational Education	490	42,760	NA
25-2011	Preschool Teachers, Except Special Education	450	21,050	7.93 - 10.58
41-3021	Insurance Sales Agents	290	51,230	13.48 - 30.58
15-1031	Computer Software Engineers, Applications	260	65,240	25.11 - 36.78
39-9032	Recreation Workers	260	20,360	7.15 - 10.89

Notes:

- (1) A Bachelor's Degree is a general indication of the education or training typically needed to enter these occupations. There may be other pathways into the occupation, as well as additional educational, training, or licensing requirements. A Bachelor's Degree requires four or five years of full-time academic work at a college or university.
- (2) Average Annual Openings includes both new jobs (growth) and openings due to people permanently leaving the occupation. Openings are rounded to the nearest ten.
- (3) Average Annual Salary: An occupation's average hourly wage is calculated by summing the wages of all employees in a given occupation and then dividing by the total number of employees in that occupation. In most cases, the annual average salary is equal to the average hourly wage multiplied by 2,080.
- (4) Hourly Wage Rate - Middle Range: The middle range identifies the 25th and 75th percentiles in the hourly wage distribution for a given occupation. Fifty percent of the workers in the occupation earn wages in this range. In most cases, the entry level wage is at or below the 25th percentile.
- (5) Depending upon the specific position and employer either a bachelor's degree or an associate degree are most common.

Information is derived using the May 2003 OES Survey, 2002 QCEW and 2002 CES (3/03 Benchmark) data. Unpublished data from the US Bureau of Labor Statistics and US Census Bureau was also used.

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**Ten Occupations Typically Requiring More Than a Bachelor's Degree⁽¹⁾,
Ranked by Projected Job Openings
Wisconsin Projections 2002-2012**

SOC Code	Occupational Title	Estimated Average Annual Openings⁽²⁾	Average Annual Salary \$⁽³⁾	Hourly Wage Rate - Middle Range (\$)⁽⁴⁾
11-1021	General and Operations Managers	1,020	90,040	24.51 - 55.13
11-9030	Education Administrators	480	NA	NA
29-1060	Physicians and Surgeons	390	NA	NA
23-1011	Lawyers	310	96,880	29.95 - 56.23
21-2011	Clergy	260	38,940	14.94 - 21.55
11-2022	Sales Managers	250	84,940	26.19 - 50.49
25-1071	Health Specialties Teachers, Postsecondary	250	104,170	NA
11-9111	Medical and Health Services Managers	240	68,880	23.88 - 37.69
21-1021	Child, Family, and School Social Workers	240	36,700	13.36 - 21.23
11-3031	Financial Managers	230	81,900	26.60 - 47.06

Notes:

- (1) More than a Bachelor's Degree includes jobs requiring a Professional, Doctoral, or Master's Degree; or a job requiring a Bachelor's or higher degree plus work experience in a related occupation. These degree and experience requirements are a general indication of the education or training typically needed in the occupation. There may be other pathways into the occupation, as well as additional educational, training, or licensing requirements.
- (2) Average Annual Openings includes both new jobs (growth) and openings due to people permanently leaving the occupation. Openings are rounded to the nearest ten.
- (3) Average Annual Salary: An occupation's average hourly wage is calculated by summing the wages of all employees in a given occupation and then dividing by the total number of employees in that occupation. In most cases, the annual average salary is equal to the average hourly wage multiplied by 2,080.
- (4) Hourly Wage Rate - Middle Range: The middle range identifies the 25th and 75th percentiles in the hourly wage distribution for a given occupation. Fifty percent of the workers in the occupation earn wages in this range. In most cases, the entry level wage is at or below the 25th percentile.

NA: Information is not available. For education administrators, and physicians and surgeons, information may be available for detailed occupations within these groups. Please see the detailed occupational listing.

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